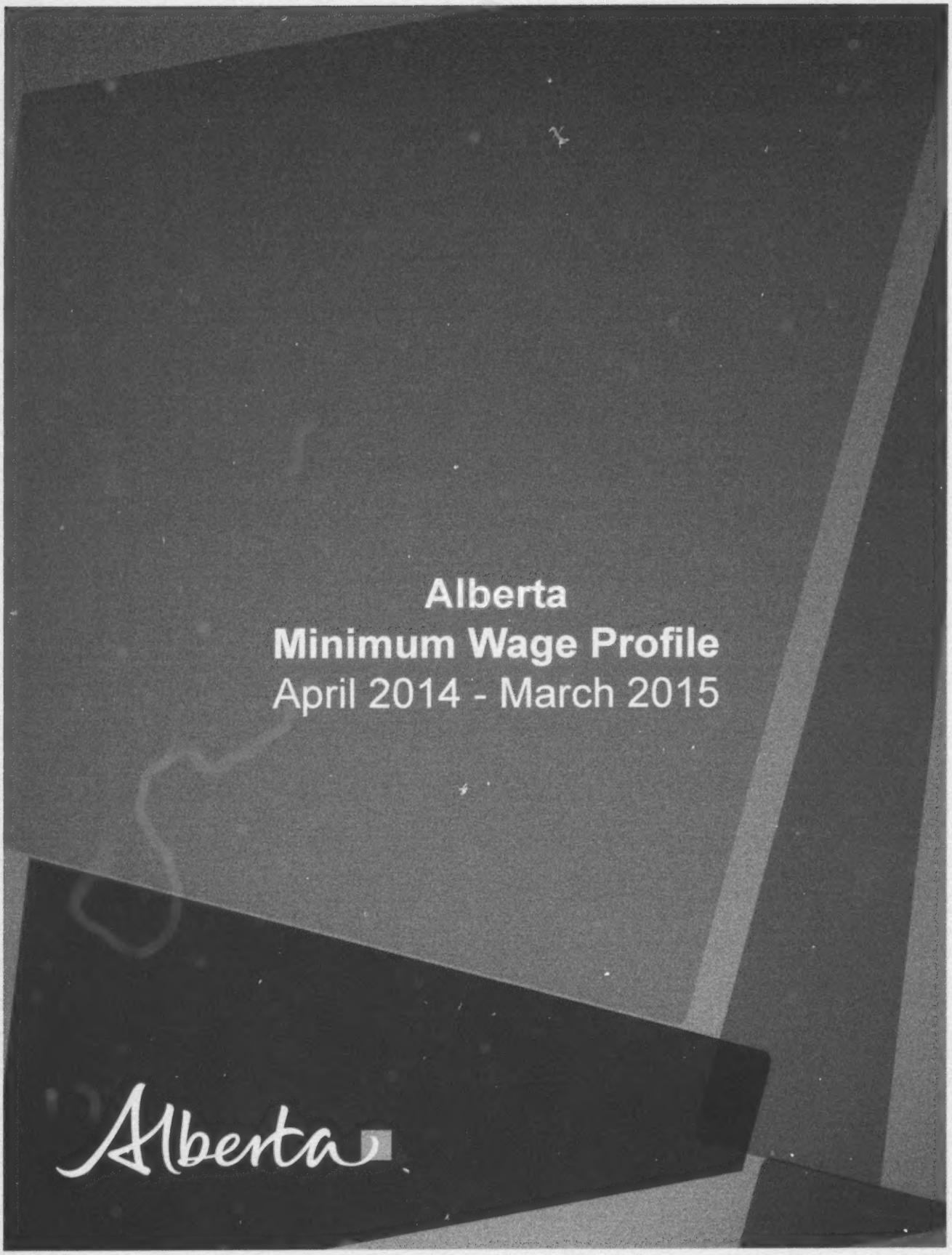

Alberta
Minimum Wage Profile
April 2014 - March 2015
Alberta

Introduction

The *Alberta Minimum Wage Profile* presents current information on minimum wage earners in Alberta and other provinces. Statistics include the percentage of employees[1] earning minimum wage in each province plus the characteristics of Alberta minimum wage earners[2].

The profile is based on minimum wage rates that are effective for two reference periods: April 1, 2013 to March 31, 2014 and April 1, 2014 to March 31, 2015.

Interprovincial Analysis

Over the two reference periods, Alberta's minimum wage rose from $9.95 on September 1, 2013 to $10.20 on September 1, 2014. The number of employees earning minimum wage in Alberta increased over the two reference periods from 26,600 to 38,600 or from 1.6% to 2.2%, the lowest percentage of minimum wage earners among the Canadian provinces. For Canada, the proportion increased between the two periods to 7.6% from 7.0% as provinces raised their minimum wages (Figure 1, 3).

Between March 31, 2014 and March 31, 2015, nine provinces and one territory raised their minimum wage rates (Figure 2).

six provinces and two territories have scheduled increases to their minimum wage rates in 2015. Figure 4 shows a summary of upcoming minimum wage increases in 2015 (For more information, see Appendix B).

Beginning October 2015, Alberta's after tax minimum wage at $9.00 and will rank second highest after Ontario's $9.46 (For more information, see Appendix C).

Figure 1: Percentage of Employees Earning Minimum Wage

	April 2013 - March 2014	April 2014 - March 2015
Alberta	1.6%	2.2%
Canada	7.0%	7.6%

Figure 2: Provinces with Increases in Minimum Wage between March 31, 2014 and March 31, 2015

Province	31-Mar-14	31-Mar-15
Ontario	$10.25	$11.00
Quebec	$10.15	$10.35
Yukon	$10.54	$10.72
Nova Scotia	$10.30	$10.40
Manitoba	$10.45	$10.70
New Brunswick	$10.00	$10.30
Newfoundland	$10.00	$10.25
Prince Edward Island*	$10.00	$10.35
Saskatchewan	$10.00	$10.20
Alberta	$9.95	$10.20

**Prince Edward Island changed the minimum wage to $10.20 on June 1, 2014 before changing to $10.35 on October 1, 2014*

Figure 3: Percentage of Employees Earning Minimum Wage by Province

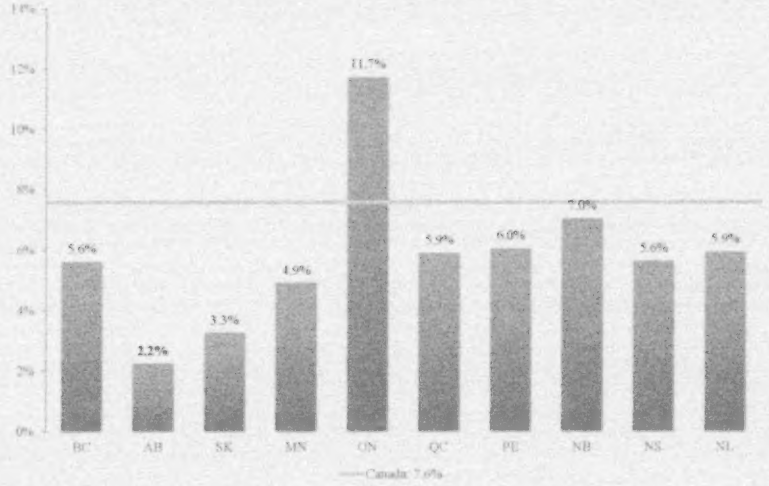


Figure 4: Provinces with Upcoming Minimum Wage Increases

Province	Minimum Hourly Wage Rate as of March 31, 2015	New Minimum Hourly Wage Rate	Effective Date
Ontario	$11.00	$11.25	October 1, 2015
Prince Edward Island	$10.35	$10.50	July 1, 2015
Quebec	$10.35	$10.55	May 1, 2015
Newfoundland	$10.25	$10.50	October 1, 2015
Northwest Territories	$10.00	$12.50	June 1, 2015
Nova Scotia	$10.40	$10.60	April 1, 2015
Yukon	$10.72	$10.86	April 1, 2015
British Columbia	$10.25	$10.45	September 1, 2015

[1] *See definition in Appendix A*
The analyses in this profile excluded 562,300 individuals who were self-employed, unpaid family workers or who worked more than 44 hours per week.

[2] *See definition in Appendix A*

Alberta Analysis

In Alberta, between April 2014 and March 2015, the main characteristics of a minimum wage earner were as follows:

- 15-19 years old
- employed part-time
- in permanent employment
- less than one year job experience
- in Accommodation and Food Services
- Chefs, cooks, food and beverage service occupations
- Some high school
- female

At 35.9%, the 15 to 19 year old group remained the largest group of minimum wage earners in Alberta, and the 20 to 24 year old group was the second largest in the April 2014 to March 2015 period (Figure 5).

The proportion of minimum wage earners increased for the following five age groups in the April 2014 – March 2015 period compared to the April 2013 – March 2014 period:
15 to 19 years, up 0.8 percentage points;
30 to 34 years, up 1.8 percentage points;
35 to 39 years, up 1.6 percentage points;
40 to 44 years, up 1.2 percentage points;
and 55 years and over, up 2.1 percentage points.

There were proportionately fewer minimum wage earners in all other age groups in the current reference period compared to the previous period (Figure 5).

Just over half, or 55.3%, of minimum wage earners worked part-time between April 2014 and March 2015 (Figure 6).

As in the previous reference period, a larger proportion, or 72.2% of minimum wage earners were in permanent employment (Figure 7).

Figure 5: Proportion of Alberta Minimum Wage Earners by Age (years)

	April 2013 - March 2014	April 2014 - March 2015
15-19	35.1%	35.9%
20-24	17.1%	15.4%
25-29	11.5%	7.3%
30-34	7.1%	8.9%
35-39	5.0%	6.6%
40-44	5.3%	6.5%
45-49	5.4%	3.7%
50-54	3.9%	3.8%
55+	9.7%	11.8%
Total	100.0%	100.0%

Figure 6: Proportion of Alberta Minimum Wage Earners by Type of Work

	April 2013 - March 2014	April 2014 - March 2015
Full-Time	50.3%	44.7%
Part-Time	49.7%	55.3%
Total	100.0%	100.0%

Figure 7: Proportion of Alberta Minimum Wage Earners by Job Permanence

	April 2013 - March 2014	April 2014 - March 2015
Permanent	68.6%	72.2%
Temporary*	31.4%	27.8%
Total	100.0%	100.0%

**includes seasonal, temporary, and casual employees.*

Of all minimum wage earners, 46.7% had less than one year of job tenure in the April 2014 – March 2015 reference period. The proportion that had one to five years of job tenure was 37.6%, which was higher than the 37.4% in the previous reference period. Overall, the proportion of minimum wage earners who had job tenure of five years or less decreased from 86.2% in the previous period to 84.3% in the current reference period (Figure 8).

Between April 2014 and March 2015, more than half, or 53.4%, of Alberta's minimum wage earners were employed in two industries: Retail Trade and Accommodation and Food Services. Another 5.7% of Alberta's minimum wage earners were employed in Other Services (Figure 9).

Between April 2014 and March 2015, more than half of Alberta minimum wage earners worked in the following three occupational groups: Sales and service occupations n.e.c.[3], 21.6%; Retail salespersons, sales clerks, cashiers, including retail trade supervisors, 18.9%; and Chefs, cooks, and food and beverage service, including supervisors, 16.6% (Figure 10).

Of all Alberta minimum wage earners over the April 2014 to March 2015 period, 28.3% had some high school as their highest level of education and 27.3% had high school diplomas as their highest level of education. The proportion with less than high school was lower in the current period, at 35.2%, compared to the previous period, at 36.5% (Figure 11).

Females made up 62.0% of the minimum wage earners in Alberta in the current reference period, which is higher than the 61.4% in the previous period. The proportion of male minimum wage earners from April 2014 to March 2015 was 38.0% (Figure 12).

Figure 8: Proportion of Alberta Minimum Wage Earners by Job Tenure

	April 2013 - March 2014	April 2014 - March 2015
Less than One Year	48.8%	46.7%
One to Five Years	37.4%	37.6%
More than Five Years	13.8%	15.8%
Total	100.0%	100.0%

Figure 9: Proportion of Alberta Minimum Wage Earners by Industry

	April 2013 - March 2014	April 2014 - March 2015
Accommodation and Food Services	30.3%	31.9%
Retail Trade	21.2%	21.5%
Other Services (except Public Administration)	13.8%	5.7%
Information, Culture and Recreation	7.2%	3.9%
Educational Services	4.4%	5.6%
All Other Industries	23.2%	31.4%
Total	100.0%	100.0%

Figure 10: Proportion of Alberta Minimum Wage Earners by Occupation

	April 2013 - March 2014	April 2014 - March 2015
Sales and service occupations n.e.c.	27.1%	21.6%
Retail sales persons, sales clerk, cashiers	18.9%	18.9%
Chefs, cooks, food and beverage service	17.8%	16.6%
Clerical occupations	4.2%	6.4%
Financial, secretarial and administrative	5.0%	4.8%
All other occupations	27.1%	31.7%
Total	100.0%	100.0%

Figure 11: Proportion of Alberta Minimum Wage Earners by Highest Educational Attainment

	April 2013 - March 2014	April 2014 - March 2015
0-8 Years (Elementary)	4.3%	6.9%
Some High School	32.2%	28.3%
High School Graduate	29.8%	27.3%
Some Post-Secondary	8.6%	8.5%
Post-Secondary Certificate or Diploma	17.3%	15.7%
University Degree	7.8%	13.3%
Total	100.0%	100.0%

Figure 12: Proportion of Alberta Minimum Wage Earners by Gender

	April 2013 - March 2014	April 2014 - March 2015
Female	61.4%	62.0%
Male	38.6%	38.0%
Total	100.0%	100.0%

[3] *Not elsewhere classified*

Appendix A

Methodology

The data for this profile are gathered from the Labour Force Survey (LFS) conducted by Statistics Canada. Each month, the Labour Economics and Statistics Unit of Jobs Skills training and Labour receives LFS files from Statistics Canada. This includes a microdata file, which contains the complete file of all LFS responses.

The minimum wage analysis is performed on the microdata using the statistical software package SAS. The Canadian territories are excluded from this analysis. Twelve-month averages are used to ensure the results are not affected by seasonality. The microdata files for each of the twelve months examined are combined into one large data set and annual averages are then calculated. In this profile, the results are an average of the April 2014 to March 2015 numbers.

Minimum wage rates often change; therefore the minimum wage profile will differ from one report to the next.

Occupational and industrial classifications were based on the following.

National Occupational Classification for Statistics 2006
http://www.statcan.gc.ca/bsolc/olc-cel/olc-cel?lang=eng&catno=12-583-X

North American Industry Classification System – Canada 2007
http://www.statcan.gc.ca/pub/12-501-x/12-501-x2007001-eng.pdf

All data on the number of minimum wage earners and their characteristics are from Statistics Canada, Labour Force Survey microdata files.

Definitions

These definitions are from Statistics Canada, except for "Employees" and the occupational and industrial groups.

Employees
In this analysis, people who were either self-employed or listed as having an hourly wage rate of $0.00 were removed from the overall employment figure to determine the number of employees. Employees working greater than 44 hours were also excluded from the analysis. Please note that the number of employees in organizations is different from the employment figure for Alberta.

Full-Time Employees
People who usually work 30 hours or more per week at their main or only job.

Minimum Wage Earner
People who earned minimum wage or less. Some employees fall outside the scope of the Employment Standards Code's minimum wage provisions and may earn less than minimum wage. See Section 8 of the Employment Standards Regulation and section 2(3)(g) of the Code for more information.

Occupations in Social Science, Government Service and Religion
Occupations in this major group include Recreation, sports and fitness program supervisors and Early childhood educators and assistants.

Other Services (except Public Administration) Industry
Consists of establishments engaged in repairing or performing general maintenance on motor vehicles, machinery, equipment, and other products; providing personal care services, funeral services, laundry services and other services to individuals, such as pet care services and photo finishing services; organizing and promoting religious activities, supporting various causes through grant-making, advocating (promoting) social and political causes, and promoting and defending the interests of their members. Private households are also included.

Part-Time Employees
People who usually work less than 30 hours per week at their main or only job.

Permanent Job
A permanent job is one that is expected to last as long as the employee wants it, given that business conditions permit. There is no pre-determined termination date.

Sales and Service Occupations n.e.c.
Occupations in this major group are primarily concerned with providing services not elsewhere classified in other Sales and service occupational groups, non-store retail sales not elsewhere classified and providing services related to sales. Examples of occupations in this category include Attendants in recreation and sport as well as supervisors.

Temporary Job
A temporary job has a predetermined end date, or will end as soon as a specified project is completed. Included in temporary jobs are seasonal, temporary, term or contract jobs; also include work done through a temporary help agency; casual jobs; and other temporary work.

Wage
Hourly wage/salary before taxes and other deductions, and include tips and commissions. Because tips and commissions are included, the analysis may not include all minimum wage earners.

Appendix B

Fact Sheet: Minimum Hourly Wage Rates

Province	Current Rate [i]	Effective Date	Other rates	Effective Date
NU	$11.00	January 1, 2011		
ON	$11.00	June 1, 2014	$10.30 (student) [ii] $9.55 (liquor servers) $55.00 & $110.00 per day (hunting & fishing guide) [iii] $12.10 (homeworker`s wage)	June 1, 2014
YK	$10.72	April 1, 2014		
MB	$10.70	October 1, 2014		
NS	$10.40	April 1, 2014	$9.90 (first three months of employment) [iv]	April 1, 2013
PE	$10.35	Oct.1, 2014		
QC	$10.35	May 1, 2014	$8.90 (service industry workers) [v]	May 1, 2014
NB	$10.30	December 31, 2014		
BC	$10.25	May 1, 2012	$9.00 (liquor servers) $102.50/day (live in home support workers) $82/day (live in camp workers)	May 1, 2013
NL	$10.25	October 1, 2014		
AB [vi]	$10.20	September 1, 2014	$9.20 (liquor servers) [vii]	September 1, 2014
SK	$10.20	Oct. 1, 2014		
NT	$10.00	April 1, 2011		

Source: Labour Law Analysis
Employment Standards Policy and Legislation Labour Program,
Employment and Social Development Canada

Notes:

[i] In many jurisdictions, special minimum, wage rates apply to certain specific occupations (e.g., domestics, salespersons, crop harvesters and employees who usually receive gratuities).

[ii] These rates apply to students under 18 who are employed up to 28 hours in a week, or during a school holiday.

[iii] $55.00 is the rate for working less than five consecutive hours in a day while $110.00 is the rate for working five or more hours in a day whether or not the hours are consecutive

[iv] In Nova Scotia, the term refers to those who have not been employed for more than three months by any employer to do the work for which they are presently employed.

[v] for employees receiving tips.

[vi] Effective September 1, 2012, a new mechanism for determining future increases to minimum wage will be introduced, which will be a simple average of changes to Alberta's average weekly earnings and changes to the Consumer Price Index in Alberta.

[vii] In Alberta, liquor servers are defined as employees who serve alcohol to customers as a regular part of their job in a licensed establishment. This includes bartenders, waiters and waitresses.

The following minimum wage comparison table factors in taxes (as of October 1, 2015) and then ranks the provinces with the highest to the lowest after tax wage rate. Please note that this table and the graph below it are based on the minimum wages as of October 1, 2015.

Interprovincial Minimum Wage Comparisons
2015

Alberta
Treasury Board and Finance

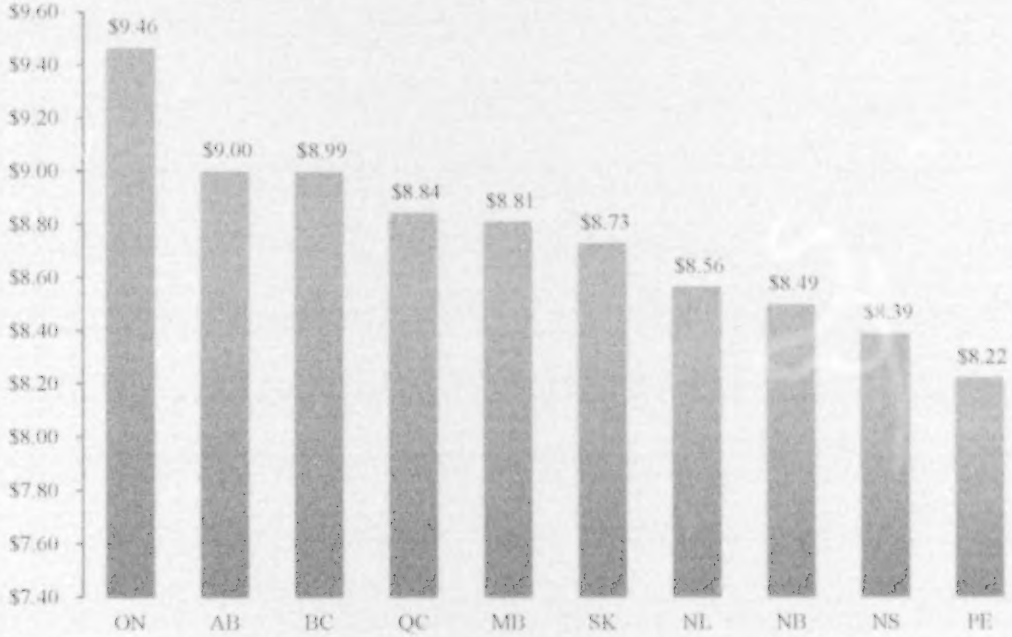
* For Single Income Earners

	AB	BC	SK	MB	ON	QC	NB	NS	PE	NL
Minimum Wage Rate	$ 10.20	$ 10.45	$ 10.20	$ 10.70	$ 11.25	$ 10.55	$ 10.30	$ 10.60	$ 10.50	$ 10.50
Salary (2000 hrs)	$ 20,400	$ 20,900	$ 20,400	$ 21,400	$ 22,500	$ 21,100	$ 20,600	$ 21,200	$ 21,000	$ 21,000
Federal Tax	**$ 2,310**	**$ 2,421**	**$ 2,309**	**$ 2,526**	**$ 2,786**	**$ 2,561**	**$ 2,352**	**$ 2,476**	**$ 2,424**	**$ 2,436**
Personal Income Tax	$1,006	$1,076	$1,006	$1,146	$1,300	$1,089	$1,034	$1,118	$1,090	$1,090
CPP/EI/QPP	$1,220	$1,254	$1,220	$1,288	$1,364	$1,367	$1,234	$1,275	$1,261	$1,261
GST	$84	$91	$82	$92	$123	$105	$85	$83	$73	$86
Provincial Tax	**$ 97**	**$ 490**	**$ 641**	**$ 1,261**	**$ 787**	**$ 858**	**$ 1,259**	**$ 1,953**	**$ 2,141**	**$ 1,440**
Personal Income Tax	$97	$126	$148	$471	$569	$464	$204	$751	$1,179	$474
Sales Tax	$0	$364	$493	$791	$68	$294	$1,055	$1,202	$962	$966
Health Care Premium	$0	$0	$0	$0	$150	$100	$0	$0	$0	$0
Summary										
Before Tax Ranking	9	7	9	2	1	4	8	3	5	5
Total Tax	$ 2,406	$ 2,911	$ 2,950	$ 3,787	$ 3,573	$ 3,419	$ 3,611	$ 4,429	$ 4,565	$ 3,877
After Tax Salary	$ 17,994	$ 17,989	$ 17,450	$ 17,613	$ 18,927	$ 17,681	$ 16,989	$ 16,771	$ 16,435	$ 17,123
After Tax Wage Rate	$ 9.00	$ 8.99	$ 8.73	$ 8.81	$ 9.46	$ 8.84	$ 8.49	$ 8.39	$ 8.22	$ 8.56
After Tax Ranking	2	3	6	5	1	4	8	9	10	7

Based on the best information available as of April 20, 2015 for the 2015 provincial tax systems. Minimum wage rates as of October 1, 2015.

NOTE: This comparison assumes that all income is from employment and only personal, CPP, and EI credits are claimed. No shifting assumptions are made.

Provincial After Tax Minimum Wage rates as of October 1st 2015



Source: Alberta Treasury Board and Finance

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